CERTIFIED NURSE AIDE TRAINING PROGRAM

Equivalency of Education – waiving 75-hour training program

ARSD 44:04:18:16 Equivalency of education

An individual may meet the 75-hour nurse aide training program requirement by equivalency of education. A nursing facility shall make a request to the Board of Nursing in writing for an equivalency determination, including proof of training with the request.

Nursing Students

The Board of Nursing (BON) historically has granted nurse aide certification by equivalency for nursing students only. The rationale being, the BON reviews and approves nursing school curricula requiring inclusion of nursing theory and clinical instruction of basic nursing concepts, which more than covers the 75-hour CNA training program content.

Procedure for an equivalency review: A written request is submitted to the BON, accompanied by a transcript or grade report. Coursework is reviewed by Board staff, looking for content that would equate to the content in the 75-hour CNA training program. Typically, once admitted into the nursing major, within the first semester or two, the student has completed a fundamentals class, which covers the CNA training program content. If the transcript is from an out-of-state nursing program, BON professional staff may contact the program nursing faculty to better understand the curriculum. After equivalency or lack thereof is determined, a response letter is written explaining that:

1) the 75-hour training program has been waived, and the individual is now eligible to take the competency evaluations (both written and manual skills tests) for nurse aides scheduled through South Dakota Health Care Association (SDHCA); or,

2) the equivalency request is denied and why. A copy of the letter is e-mailed to SDHCA.

Individuals who have been educated/practiced as a member of a health care team such as PT, OT, RT, EMT, or Medical Assistant

The Board of Nursing considers waiving the 75-hour Nurse Aide Training Program requirement for nursing students only, based upon documented evidence that a nursing student has completed a course which covers fundamentals in nursing. An individual such as a physical therapist, occupational therapist, or medical assistant wishing to become certified as a nurse aide must enroll in the facility's nurse aide training program. The program instructor must evaluate the individual's competencies based upon the facility's Board of Nursing approved curriculum. The instructor should determine competencies relative to each specific content area and the associated skills. The instructor evaluates whether or not the individual meets their approved nurse aide training program's knowledge, performance, and competency expectations. In some content/skill areas, the instructor may require additional instruction, while in other content areas the instructor might determine that the individual's competency base meets state standards. The instructor is held accountable to verify that the individual has met

requirements of the facility's curriculum, totaling 75 hours of classroom and clinical instruction. Training and supervised skill assessment must precede any direct contact with a resident/patient. Upon successful completion of the program, the instructor assumes responsibility for qualifying the individual to complete the written and manual skills tests.

When the instructor finds one-to-one instruction/evaluation to be too labor intensive, the individual may have to complete the nurse aide training program with other nurse aide students. The individual must be assessed relative to each component of the nurse aide training program, and validation of previous education/practice experience is beneficial to the evaluation process. Because the facility is paying for the individual to test, the instructor will evaluate the individual to assure competency prior to testing, in order to successfully complete both the written and manual skills tests.

RNs and LPNs – Nurse Aide Registry

RNs and LPNs do not need to complete the 75-hour nurse aide training program, or the written or manual skills tests. The individual must have been/or is currently licensed as a RN/LPN in some state or foreign country. Evidence of current/past licensure must be provided to the BON; BON staff will verify. If the nurse has a disciplinary history, professional staff will review the file to determine whether or not the individual should be placed on the nurse aide registry.

44:04:18:25. Renewal of registry status. Registry status expires two years from the date of initial registration. To renew registry status, the nurse aide must submit to the Board of Nursing verification of employment for a minimum of eight hours during the preceding 24 months. An individual who has not performed any nursing or nursing-related services for monetary compensation during the preceding 24 consecutive months must repeat the competency evaluation program.

Expired/Lapsed CNA Certification

If a Certified Nurse Aide lets the certification lapse and the CNA has not performed any nursing or nursing-related services for monetary compensation during the preceding 24 consecutive months from the current date, the individual must complete a new competency evaluation program. The individual would need to enroll in an approved nurse aide training program and the instructor would evaluate the individual's competencies and skills to determine if and how much retraining is needed. The instructor is responsible to make the student eligible for the Written and Skills Examination.

A Certified Nurse Aide applying for renewal of certification who has let the CNA certification lapse and can show proof of performing nursing or nursing-related services for monetary compensation during the preceding 24 consecutive months from the current date should contact the Board of Nursing. Lapses of certification are considered on a case-by-case basis.